

DIVERSITY

Strategy 4, Action C

Current Lake County Demographics

COUNTY WIDE	2010 LAKE COUNTY CENSUS	LAKE COUNTY ACTIVES 2018	LAKE COUNTY ACTIVES 2019	County Actives Above/Below Census
Asian	4.10%	2.61%	2.87%	Below 1.23%
Black or African American	7.31%	10.17%	11.10%	Above 3.79%
Hispanic or Latino of any Race	15.41%	18.91%	20.30%	Above 4.89%
Caucasian	71.98%	67.93%	65.18%	Below 6.8%

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- Asian active employees increased by 0.3% from 2018 to 2019 but still fall below census data by 1.23%
- Caucasian active employees decreased by 2.75% from 2018 to 2019 and still fall below census data by 6.8%
- Blacks and Hispanic active employees both increased from 2018 and 2019 and are above census data. (0.93% and 1.39%)

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DEPARTMENT DEMOGRAPHICS UNDER REPRESENTATION EXAMPLE - DOT

PUBLIC WORKS	2010 LAKE COUNTY CENSUS	LAKE COUNTY ACTIVES 2018	2019 DEPT ACTIVES	Dept Actives Above/ Below Census	2016	2017	2018
Asian	4.10%	2.87%	2.48%	Below	0	0	0
Black or African American	7.31%	11.10%	7.44%	Above	0	1	1
Hispanic or Latino of any Race	15.41%	20.30%	9.10%	Below	1	1	1
Caucasian	71.98%	65.18%	80.17%	Above	2	11	0
Other	1.20%	0.40%	0.83%	Below	0	0	0

- DOT has partnered with Workforce Development to create pipeline of CDL drivers, 3 interns starting May 20
- DOT has also attended the LC Engineering Internship Career Fair to source candidates.
- Generalists will monitor applicants to ensure diverse pool of candidates.

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DEPARTMENT DEMOGRAPHICS UNDER REPRESENTATION EXAMPLE - PW

PUBLIC WORKS	2010 LAKE COUNTY CENSUS	LAKE COUNTY ACTIVES 2019	2019 DEPT ACTIVES	Dept Actives Above/ Below Census	2016	2017	2018
Asian	4.10%	2.87%	0.00%	Below	0	0	0
Black or African American	7.31%	11.10%	3.33%	Below	0	0	1
Hispanic or Latino of any Race	15.41%	20.30%	8.89%	Below	2	2	1
Caucasian	71.98%	65.18%	87.78%	Above	4	8	6
Other	1.20%	0.40%	0.0%	Below	0	1	0

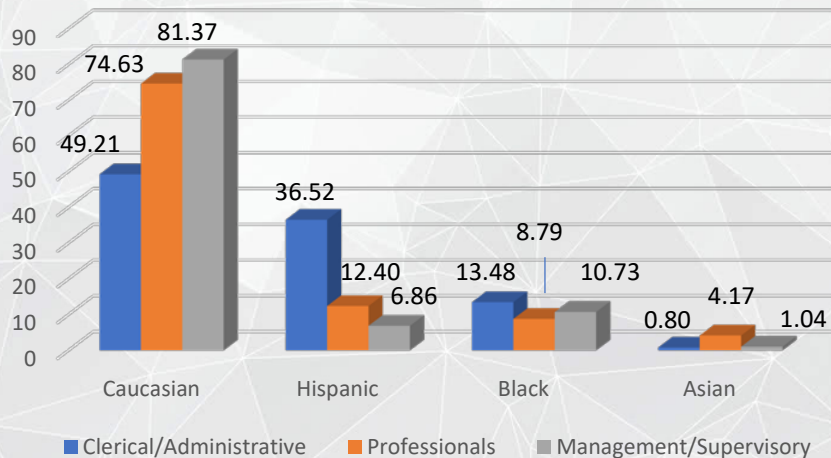
- Public Works will continue to partner with Workforce Development for interns.
- HR will partner with Workforce Development and utilize their candidate outreach list and monitor applicants to ensure diverse pool of candidates

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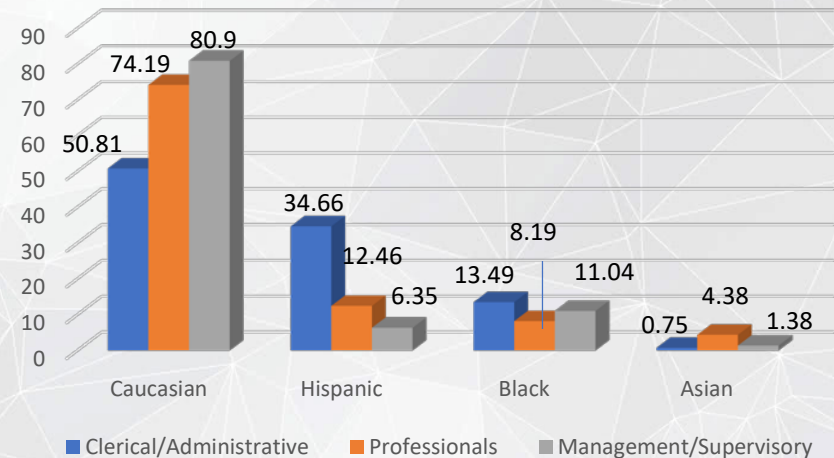
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Percentage Representation by Group and Employment Category

2018



2019



The percentage of protected class representation of Administrative/Technical position continues to exceed demographic standards.

The percentage of Black/African Americans in Professional positions continues to be higher than demographic standards and lower for Hispanics and Asians.

The percentage of protected class members in Managerial and Supervisory continues to be below standards for Hispanics and Asians.

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Monitoring Vacancies by Department

Ensure that a qualified and diverse pool of candidates apply

Conducted Unconscious Bias e-learning

1500 employees (excl. HD)

20 minute video with test questions

Talent Acquisition Manager

Recent hire

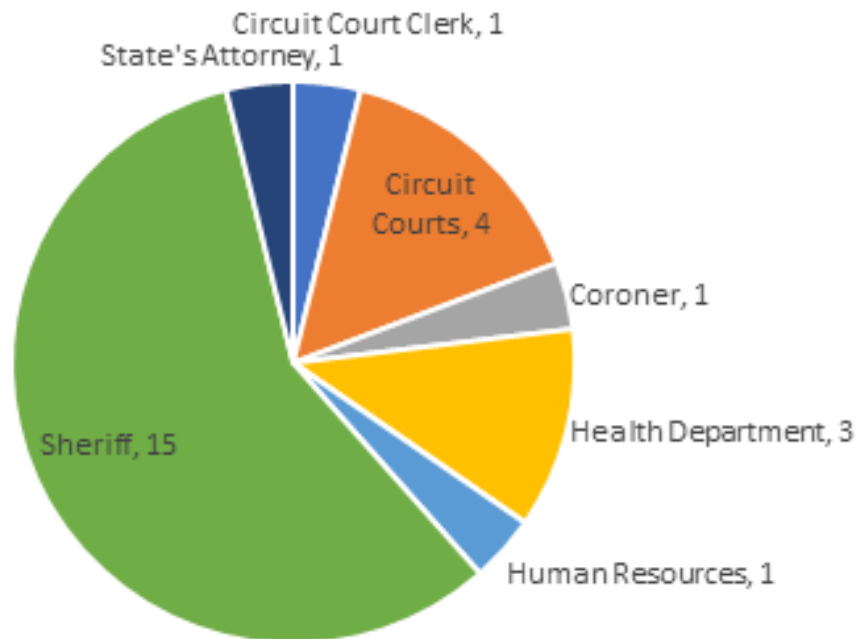
Focused on recruiting and creating a diverse pipeline of talent

Internal Reporting of Departmental Demographics Statistics

SUMMARY OF EEOC CLAIMS 2014 – 2019 LAKE COUNTY

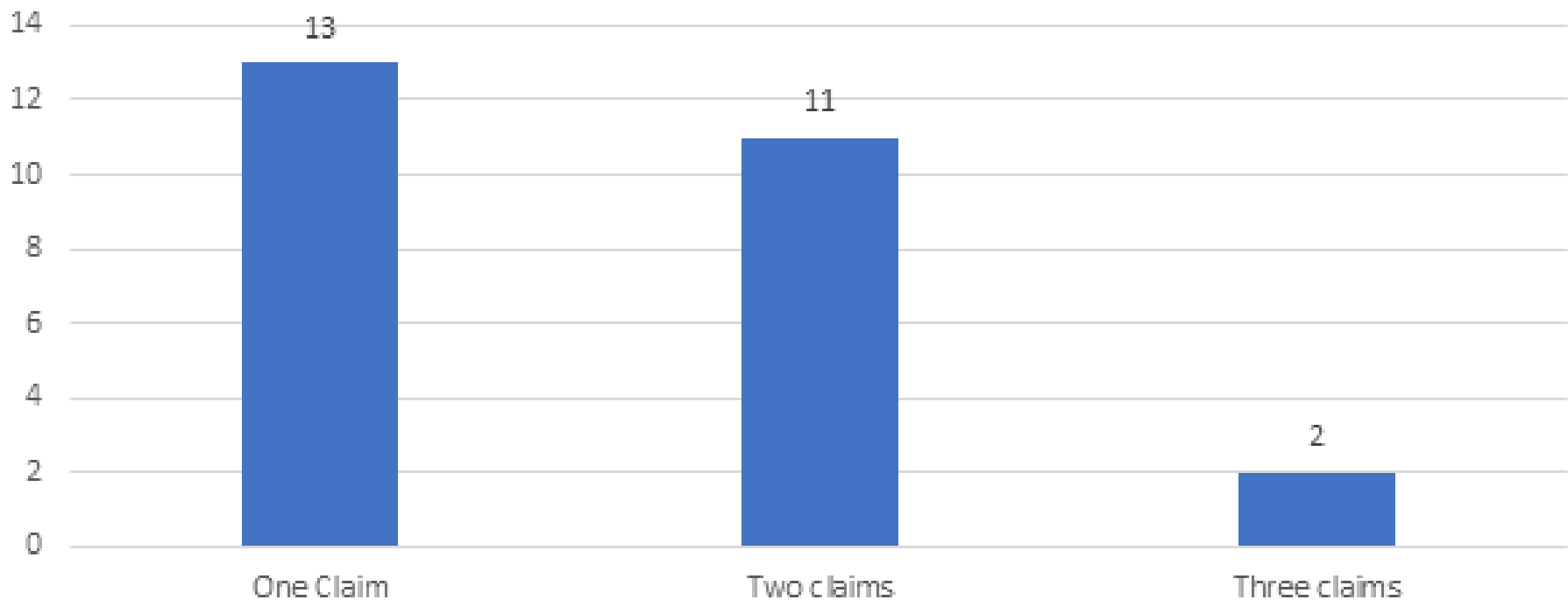
There have been 26 claimants who filed EEOC complaints against Lake County in the past 5 years. 13 claims had no payout.
Breakdown by Dept:

Claims by Department - 2014-2019

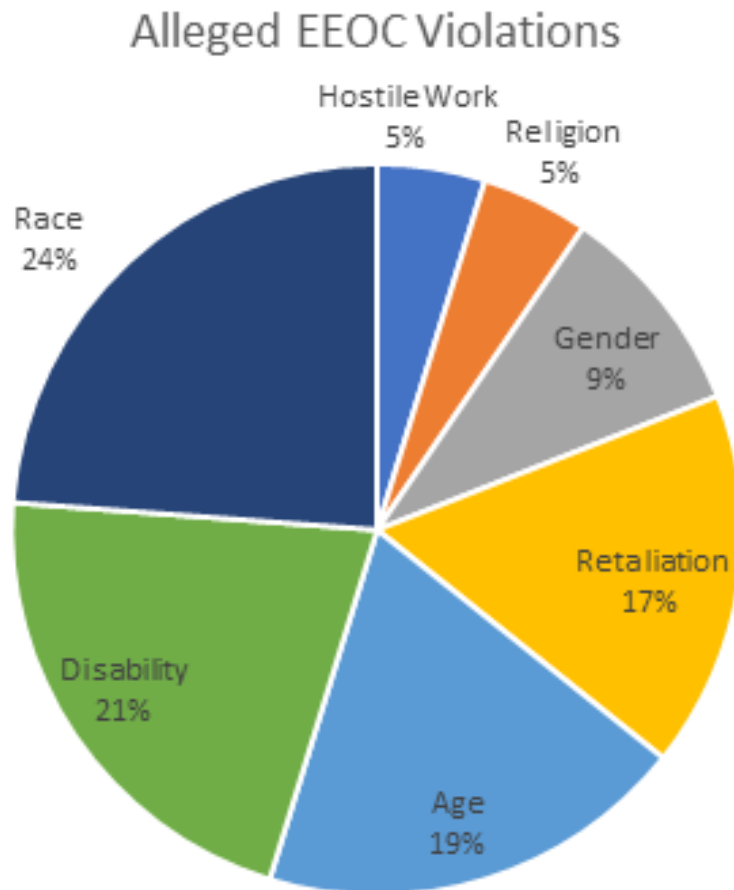


**Number of Claims per Claimant:
Average person makes 1.5 claims (meaning a
single claimant makes a claim for age
discrimination and retaliation)**

Number of Claims per Claimant



25% of claims alleged race discrimination. 21% alleged disability. The breakdown of allegation by type is:





LAKE COUNTY

Investing in People and
Our Communities